

Practicing Instant Challenges

After each Instant Challenge: Debrief!

ALWAYS be sure to debrief at the end of each Instant Challenge or set. Keep your questions friendly and not judgmental (i.e., defer judgment). Allow the TEAM to answer the questions and draw its own conclusions.

Ten Important Questions to Ask After Every Instant Challenge Activity

1. How do you think you did as a team? What did you learn about teamwork by doing this Challenge?
2. How well did you manage your time? How might you have used your time more effectively?
3. What were some strengths of your solution? What worked well?
4. If you were to solve the Challenge over again, what might you do differently?
5. How well do you feel you utilized the materials you were given? How might you have used the materials differently? Were there materials you did NOT use? If not, why not? How might they have been used?
6. How well did you create your solution to fit the emphasis in the scoring? Would you do anything differently?
7. If the solution did not work, what could you have done to make the solution work?
8. Could your solution have been more creative, novel or unique? What might you have done to make that happen?
9. Finally, and most importantly: WHAT DID YOU LEARN?

Instant Challenge Practice Tips for Team Managers

There are many different things you can do to help your team improve its Instant Challenge skills. Some ideas you might try are listed below.

1. Ask the team members to generate ideas about which team jobs they might assign themselves so they can be better organized in their approach to Instant Challenges. Some of these jobs might be:
 - Timekeeper: makes the team aware of the time left for them to work on its Challenge
 - Scorer: makes sure the team is mindful of what is important in the Challenge scoring
 - Story: helps to organize the performance, if one is required
 - Technical: helps to organize the technical element, if one is required
2. Have the team members switch jobs for each practice session so they become familiar with all of them.
3. Videotape the team as it practices Instant Challenge. Then, as the tape is replayed, have the team critique what it sees. This is especially valuable for developing teamwork skills.
4. In order to encourage fluidity and to discourage the team from thinking there is only one “correct” solution to a Challenge, have the team do the same Instant Challenge several times, requiring a different solution each time.
5. Have the team do the same Task-Based Challenge several times, and remove an important material each time.
6. When the team has completed an Instant Challenge, don’t retire it permanently. Have the team do it again several weeks later. Discuss with the team whether it is approaching the Challenge differently than before; if so, have the team members discuss what they learned that made them change their approach.